

### § 60-50.3

#### § 60-50.3 Accommodations to religious observance and practice.

An employer must accommodate to the religious observances and practices of an employee or prospective employee unless the employer demonstrates that it is unable to reasonably accommodate to an employee's or prospective employee's religious observance or practice without undue hardship on the conduct of the employer's business. As part of this obligation, an employer must make reasonable accommodations to the religious observances and practices of an employee or prospective employee who regularly observes Friday evening and Saturday, or some other day of the week, as his Sabbath and/or who observes certain religious holidays during the year and who is conscientiously opposed to performing work or engaging in similar activity on such days, when such accommodations can be made without undue hardship on the conduct of the employer's business. In determining the extent of an employer's obligations under this section, at least the following factors shall be considered: (a) Business necessity, (b) financial costs and expenses, and (c) resulting personnel problems.

#### § 60-50.4 Enforcement.

The provisions of this part are subject to the general enforcement, compliance review, and complaint procedures set forth in Subpart B of Part 60-1 of this chapter.

#### § 60-50.5 Nondiscrimination.

The provisions of this part are not intended and shall not be used to discriminate against any qualified employee or applicant for employment because of race, color, religion, sex, or national origin.

### 41 CFR Ch. 60 (7-1-00 Edition)

## PART 60-250—AFFIRMATIVE ACTION AND NONDISCRIMINATION OBLIGATIONS OF CONTRACTORS AND SUBCONTRACTORS REGARDING SPECIAL DISABLED VETERANS AND VETERANS OF THE VIETNAM ERA

### Subpart A—Preliminary Matters, Equal Opportunity Clause

Sec.

- 60-250.1 Purpose, applicability and construction.
- 60-250.2 Definitions.
- 60-250.3 [Reserved]
- 60-250.4 Coverage and waivers.
- 60-250.5 Equal opportunity clause.

### Subpart B—Discrimination Prohibited

- 60-250.20 Covered employment activities.
- 60-250.21 Prohibitions.
- 60-250.22 Direct threat defense.
- 60-250.23 Medical examinations and inquiries.
- 60-250.24 Drugs and alcohol.
- 60-250.25 Health insurance, life insurance and other benefit plans.

### Subpart C—Affirmative Action Program

- 60-250.40 Applicability of the affirmative action program requirement.
- 60-250.41 Availability of affirmative action program.
- 60-250.42 Invitation to self-identify.
- 60-250.43 Affirmative action policy.
- 60-250.44 Required contents of affirmative action programs.

### Subpart D—General Enforcement and Complaint Procedures

- 60-250.60 Compliance evaluations.
- 60-250.61 Complaint procedures.
- 60-250.62 Conciliation agreements and letters of commitment.
- 60-250.63 Violation of conciliation agreements and letters of commitment.
- 60-250.64 Show cause notices.
- 60-250.65 Enforcement proceedings.
- 60-250.66 Sanctions and penalties.
- 60-250.67 Notification of agencies.
- 60-250.68 Reinstatement of ineligible contractors.
- 60-250.69 Intimidation and interference.
- 60-250.70 Disputed matters related to compliance with the Act.